

A Provincial Overview

School Board/Teacher
Collective Bargaining
1983-84

Vol. 5 No. 4

Education Relations Commission

March 1984

NEGOTIATIONS UPDATE

1983-84: As of March 30, 1984, 38 of 200 possible sets of negotiations remain unsettled. (9 Elementary, 25 Secondary, and 4 RCSS). This represents 24.2% of the 157 situations actually subject to negotiations in this round of bargaining.

1984-85: Atikokan Secondary is the first to settle of the 198 situations which filed an intent to negotiate for 1984-85. Kapuskasing RCSS negotiated a two-year agreement during the 1983-84 round of bargaining, and neither of the Essex RCSS negotiating parties filed an intent to bargain.

MEDIATION TRAINING FILM AVAILABLE FOR DISTRIBUTION

The Education Relations Commission has produced - on both 16mm film and video cassette - a depiction of part of a negotiation which involves the intervention of a mediator. The production is entitled Apples Won't Get It Anymore.

The film was conceived for the purpose of enabling the Commission to fulfil its third party training responsibilities, and has been employed in this regard. However, it can serve as a vehicle for teachers, trustees and administrators to understand better the mediation process and the role of the mediator.

The film portrays a final attempt by the parties to conclude an agreement. A fact finder's report is in the hands of the parties - although not yet released to the public - who have requested and received a mediation appointment from the ERC. The film shows the mediator at work with the parties in an effort to resolve the remaining four issues.

Those interested in purchasing or renting a copy of the film or tape should contact the Commission.

SCHEDULED WORKSHOPS FOR THIRD PARTIES

The ERC conducted a one-day workshop on Bill 111 for its experienced third parties on March 23. Mr. Ross Peebles of the Inflation Restraint Board explained the Public Sector Prices and Compensation Review Act and outlined the responsibilities of third parties under the legislation. Other sessions dealt with matters of school finance and costing techniques.

Two additional training workshops are scheduled for later this Spring - a fact finding workshop for potential and relatively inexperienced third parties, and a mediation workshop for experienced third parties.

NOTES

- A number of errors related to the salaries paid to principals and vice-principals have come to light following the distribution of Monograph # 33: Compensation Statistics, 1982-83. A revised version of this publication is available on request.

Inquiries concerning this publication or any Commission activities should be addressed to:

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PUBLICATIONS AVAILABLE

a) Included in this mailing:

- 1982-83 Individual Summaries: Final Update
- 1983-84 Individual Summaries: 5th Update
- Eighth Annual Report, 1982-83

b) Available on request:

- Teacher Placement, January 31, 1984

Grid distributions of teachers, total staff and enrolment by negotiating situation. Includes summary data by Ministry region and board type. Statistics show that, on a province-wide basis, full-time equivalent enrolment has decreased by approximately 20 thousand (from 1,702,683 reported January 1983 to 1,683,266) and full-time equivalent staff has increased by approximately 550 (from 99,166 to 99,720).

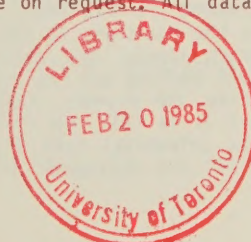
- Monograph # 34: Salary Relativities, 1975-76 to 1983-84

An extensive compilation of salary and compensation data pertaining to teachers. Also includes information related to the Consumer Price Index, university recruiting rates, average Ontario weekly wages on both a provincial and county/district basis, and Ontario base wage rates.

In regard to teacher salary data, the monograph includes the following statistical information:

- comparisons between individual negotiating situations and provincial and regional averages in terms of Category A4/Group 4 maximums (including ranking), weighted on-grid salaries and total compensation;
 - index value by negotiating situation for weighted average on-grid salary employing a constant grid distribution of teachers (i.e., January 31, 1976) with 1975-76 = 100; and
 - comparisons of Category A4/Group 4 maximums between the Elementary and Secondary panels within Boards of Education and with counterpart R.C.S.S. Boards.
- Monograph # 35: Pupil-Teacher Ratios, 1976 to 1983

Based on information gathered by the Ministry of Education in its September School and September Board Reports, an 8-year statistical profile of full-time equivalent enrolment, full-time equivalent school and central office teachers, a computed Pupil-Teacher Ratio (PTR), and absolute and percentage change in enrolment, teachers and PTR, 1976-1983. Statistics are reported by situation within Ministry region by board type. Included are summary data for each year by region and board type. A rank ordering of PTR's by board type is available on request. All data are as of September 30.



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Grievance Mediation

Grievance mediation is a program designed to assist the parties in resolving differences which arise from the interpretation, application, administration or alleged contravention of the collective agreement. It is intended to overcome the overly formal, slow, and expensive nature of grievance arbitration. However, the use of this procedure does not preclude the parties from proceeding to arbitration if the grievance is not resolved through mediation.

ERC involvement with grievance mediation began in 1979-80. Meetings were held that same year with the provincial teacher federations and trustee associations to introduce the concept, and to explain some of its advantages.

A training session for grievance mediators was held in 1980-81. Eight mediators from across the province attended a two-day workshop designed to acquaint them with the arbitral jurisprudence developing in Ontario education and the unique aspects of the grievance mediation process. The purpose of the workshop was to develop a cadre of experts.

A total of 14 grievance mediation appointments have been made so far, covering 21 grievances. All but 4 grievances were settled at mediation. The time taken to reach settlement ranged from 2 days to 2 months. This compares to approximately 5 months, on average, for resolution through the arbitration procedure.

As a result of the encouraging experience with grievance mediation, the Commission decided to hold a workshop to formally announce the program to local teachers, trustees, and administrators. Although the Commission originally expected about 40 persons to attend, over 220 turned out at the Cara Inn in Toronto on February 17th to hear a morning panel discussion and participate in an afternoon think tank session.

The panel members included Maureen Saltman, Graeme McKechnie, William Marcotte and Malcolm Stockton, all of whom have acted previously as grievance mediators.

According to the panel members, grievance mediation is more likely to succeed, as one might expect, in resolving issues which have some compromise potential; that is, where there are a number of possible solutions to the parties' problem (e.g. discipline cases). Also susceptible to mediation are issues in which neither side feels they would have a strong case for arbitration. Issues involving the actions of principals also seem to be amenable to mediation because the lines between management and employee are not always clearly drawn. On the other hand, issues involving matters of principle, policy or group grievances, job security rights (e.g. seniority), and matters which, when resolved, may lead to other adverse consequences (e.g. subsequent grievances) may not be easily solved in grievance mediation.

From a procedural standpoint, the panel pointed out that both parties must consent and provide a written request to the ERC before a grievance mediator is appointed. The assistance of the grievance mediator is not to exceed one day, except with the agreement of the parties and the consent of the Commission. The costs of the grievance mediator are borne by the Commission. The proceedings are conducted in confidence, and if a settlement is not reached, the mediator is not a compellable witness at a subsequent arbitration hearing. If a settlement is reached, it is made without prejudice to the positions of the parties at future grievance arbitrations. The parties sign a memorandum of agreement setting out the particulars of the settlement including, for example, such conditions as: (1) the settlement is in full and final satisfaction of all claims the grievor(s) have in relation to the grievances; and (2) the agreement is subject to

Board and/or Teacher ratification.

The particular mediation methods seem to vary according to personal style and the nature of the situation. Since most cases involve only one issue, and the grievance mediation is generally limited to one day, mediators seem to prefer joint meetings. However, if the parties' relationship is antagonistic and adversarial, mediators may opt for predominantly separate meetings. Mediators will usually explore the advantages and disadvantages of going to arbitration and the effects this might have over time on the parties' relationship. They will assist the two sides in trying on solutions to their problem, and in some instances, may offer recommendations of their own. Frequently, pertinent facts emerge during the mediation process, which a party, due to inexperience or poor communication, may have been unaware of previously. The grievance mediator assists the two sides in re-examining the situation in light of this new evidence and often conveys to each party some sense of the merits of the case should they decide to proceed to arbitration. All panelists were in agreement that the process must be conducted in a relaxed, informal, problem-solving manner. And everyone felt that for the process to be successful, both sides must be flexible and approach the mediation seeking a constructive accommodation.

The panel also debated the pros and cons of combining the grievance mediation and grievance arbitration roles. That is, should the same person be appointed by the parties as an arbitrator if the mediation is unsuccessful? On the one hand, combining the two roles would give the mediator more "clout" with the parties because he/she could give a more realistic estimate of the outcome of arbitration. On the other hand, the skills of mediation and arbitration are to some extent different, and it may be difficult to find someone highly skilled in both areas. Furthermore, the parties may be more reticent to provide the mediator with confidential information if they think he/she may become a future arbitrator. No consensus was reached by the panel on this issue. [Editorial note: there has been one experience to date, under Bill 100, where the roles of grievance mediator and arbitrator have been combined. In this dispute the grievance mediator convinced the parties to withdraw the grievance and form a joint committee to resolve the underlying problem with the understanding that, in the event the parties could not achieve a solution, the grievance mediator would return as an interest arbitrator to settle the matter. The parties were unsuccessful in finding a solution and an arbitration award has been written.]

In the afternoon Think Tank session ERC resource persons chaired small work groups that were composed of roughly equal numbers of teachers, trustees and administrators. Each of the groups studied the facts behind 10 real-life arbitration cases and participated in a free exchange of views. Each case was first approached from a more or less legal, adversarial mode and then re-examined using a more accommodative and problem-solving approach. The possible outcomes of arbitration were then compared with the potential outcomes and advantages of using grievance mediation.

Overall, the grievance mediation process offers some advantages over grievance arbitration: it saves time and money; it avoids a win-lose situation that might lead to poor relations between the parties; and it places ownership of the solution in the hands of the parties, not in the lap of an arbitrator. As panel member Maureen Saltman pointed out, arbitral solutions are based on the collective agreement and therefore can only be as good as the agreement. On the other hand, by going to grievance mediation the parties are free to design an extra-contractual solution.

TABLE 1 Average Annualized On-Grid Salary* Dollar and Percentage Increases, 1983-84 over 1982-83 (Weighted by the January 1983 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

	Elementary			Secondary			RCSS			All Agreements		
	%	\$	n	%	\$	n	%	\$	n	%	\$	n
Term of Agreement/ Year in Effect												
<u>One Year</u>												
COLA	5.0	1,538	1	-	-	-	-	-	-	5.0	1,538	1
No COLA	5.2	1,664	55	5.0	1,831	57	5.0	1,524	39	5.1	1,688	151
Total	5.2	1,664	56	5.0	1,831	57	5.0	1,524	39	5.1	1,688	152
<u>1st of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	5.0	1,536	1	5.0	1,536	1
Total	-	-	-	-	-	-	5.0	1,536	1	5.0	1,536	1
<u>1st of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>2nd of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	5.2	1,654	20	5.0	1,799	18	5.2	1,575	7	5.2	1,699	45
Total	5.2	1,654	20	5.0	1,799	18	5.2	1,575	7	5.2	1,699	45
<u>2nd of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
<u>3rd of 3-Yr</u>												
COLA	-	-	-	5.0	1,799	1	-	-	-	5.0	1,799	1
No COLA	-	-	-	-	-	-	5.0	1,328	1	5.0	1,328	1
Total	-	-	-	5.0	1,799	1	5.0	1,328	1	5.0	1,738	2
<u>All Agreements</u>												
COLA	5.0	1,538	1	5.0	1,799	1	-	-	-	5.0	1,786	2
No COLA	5.2	1,661	75	5.0	1,824	75	5.0	1,530	48	5.1	1,689	198
Total	5.2	1,661	76	5.0	1,823	76	5.0	1,530	48	5.1	1,690	200
Month of Settlement**												
January-May	5.6	1,675	10	5.0	1,848	3	4.8	1,427	9	5.0	1,595	22
June	5.2	1,656	22	5.1	1,844	19	5.1	1,566	14	5.1	1,673	55
July	6.0	1,930	3	5.0	1,812	3	5.0	1,484	1	5.5	1,863	7
August	-	-	-	5.0	1,783	1	4.7	1,380	2	4.9	1,626	3
September***	5.2	1,649	15	5.0	1,828	27	5.1	1,562	12	5.1	1,723	54
October	5.2	1,605	3	-	-	-	5.0	1,475	2	5.2	1,580	5
November	4.9	1,482	3	5.0	1,803	4	-	-	-	4.9	1,631	7
Total	5.2	1,664	56	5.0	1,831	57	5.0	1,524	40	5.1	1,687	153

*Excluding increment and cost of living (COL) payments.

**Includes only those agreements for situations bargaining in the 1983-84 round of negotiations. Figures are subject to change.

***Includes those situations for which no settlement exists.

TABLE 2 Unweighted Average (Mean) Minimum and Maximum Teacher Salaries by Board Type, Qualifications, Category/Group and Number of Years to Maximum

Category D				Category C				Category B				
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.
4	17,592	22,729										
	(2)*											
5	15,124	20,875	15,259	20,556								
	(17)			(4)								
6	15,485	21,359	15,459	21,503	18,174	26,575						
	(31)			(27)		(3)						
7	15,339	22,699	15,244	22,119	16,247	24,522	16,545	25,042				
	(16)			(10)		(9)		(3)				
8	16,990	24,018	16,636	23,035	16,803	25,358	16,565	24,876	18,098	28,863	18,280	29,200
	(6)			(4)		(26)		(17)		(5)		(1)
9	16,433	23,048	15,040	23,049	16,694	25,787	16,624	25,587	18,037	28,664	17,914	28,078
	(1)			(1)		(33)		(21)		(15)		(7)
10			14,961	23,639	17,097	25,414	16,581	25,875	17,888	29,392	17,918	28,712
				(2)		(4)		(7)		(39)		(29)
11					16,860	26,902			17,635	28,656	17,837	29,595
						(1)				(15)		(10)
12									17,576	29,770	18,228	29,753
										(2)		(1)
Average	15,563	21,819	15,466	21,801	16,760	25,516	16,592	25,343	17,873	29,078	17,915	28,835
Category A1/Group 1				Category A2/Group 2								
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	22,053	34,767	20,230	33,984			22,829	36,744	21,533	35,459		
	(4)			(3)				(2)		(2)		
10	20,314	33,741	20,541	33,973	20,159	32,754	21,403	35,778	21,382	35,869	21,160	35,189
	(38)			(40)		(19)		(29)		(31)		(12)
11	19,833	33,479	20,041	33,717	19,455	33,358	20,966	35,699	21,030	35,909	20,797	35,115
	(30)			(29)		(18)		(36)		(36)		(19)
12	19,145	33,711	19,518	34,856	19,546	33,447	19,865	34,927	20,769	35,794	20,422	35,705
	(4)			(4)		(11)		(9)		(7)		(16)
13											21,403	35,760
												(1)
Average	20,154	33,690	20,284	33,922	19,755	33,139	21,051	35,665	21,163	35,870	20,775	35,343
Category A3/Group 3				Category A4/Group 4								
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	25,215	40,027	22,590	38,080			26,181	41,812	23,556	39,901		
	(1)			(1)				(1)		(1)		
10	23,406	39,643	23,335	39,920	22,605	38,929	24,115	41,957	24,317	42,368	24,054	41,670
	(18)			(17)		(6)		(16)		(16)		(6)
11	22,760	39,517	22,953	39,856	22,658	38,629	24,268	42,245	24,275	42,617	23,873	40,945
	(33)			(40)		(16)		(30)		(33)		(12)
12	22,658	39,548	22,789	40,140	22,220	39,214	23,785	42,051	23,918	42,354	23,951	41,426
	(21)			(13)		(20)		(23)		(19)		(20)
13	21,315	38,763	23,054	39,738	21,726	39,288	22,814	41,486	24,110	42,437	23,845	41,744
	(3)			(5)		(5)		(5)		(7)		(8)
14					23,587	39,279	22,016	41,469			23,586	43,012
						(1)		(1)				(2)
Average	22,860	39,532	23,012	39,866	22,391	38,992	23,989	42,060	24,170	42,447	23,911	41,455

* Number of Grids.

Notes

1. Salaries have not been weighted by the distribution of teachers on the grid.

2. Split grids are annualized; if the number of years to reach max. changes, table reflects the greater number.

TABLE 3 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No.	%	RCSS No.	%
QECO 2	3	6.4	1	2.9
QECO 2 + 3	1	2.1	-	0.0
QECO 2 + 4	1	2.1	-	0.0
QECO 3	34	72.4	25	71.3
QECO 3 with \$ Qual.	-	0.0	-	0.0
QECO 4	4	8.5	5	14.3
QECO 4 with \$ Qual.	-	0.0	1	2.9
Outlined in Agree.	4	8.5	3	8.6
Agreements	47	100.0	35	100.0

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme.

TABLE 4 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Certification*	Sec. No.	%
OSSTF 5	-	0.0
OSSTF 6	37	92.5
Not Specified	3	7.5
Agreements	40	100.0

*May be supplemented through modifications and/or exemptions.

TABLE 5 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	16	34.0	-	0.0	25	71.4
Criteria:						
No Diff.	2	-	-	-	2	-
Yrs. Exp.	1	-	-	-	1	-
Sch. Type/Size	9	-	-	-	10	-
Sch. Type/Size and Exp.	4	-	-	-	7	-
Sch. Type/Size and Qual.	-	-	-	-	3	-
Sch. Type/Size, Exp. and Qual.	-	-	-	-	1	-
Other	-	-	-	-	2	-
Separate Grid	26	55.4	39	97.5	8	22.9
Criteria:						
Yrs. Exp.	13	-	30	-	1	-
Exp. and Qual.	1	-	-	-	1	-
Sch. Type/Size and Exp.	9	-	9	-	1	-
Sch. Type/Size, Exp. and Qual.	3	-	-	-	4	-
Other	-	-	-	-	1	-
Tch. and Sep. Grids	5	10.6	-	0.0	2	5.7
Flat \$ Amount	-	0.0	1	2.5	-	0.0
Agreements	47	100.0	40	100.0	35	100.0

TABLE 6 Cost of Living (COL) Provision

COL Provision	Elem. No.	%	Sec. No.	%	RCSS No.	%
All Agreements	1	2.1	1	2.5	1	2.9
Allowance Only	-	-	-	-	-	-
Fold-in Only	-	-	-	-	1	-
Allow. and Fold-in	1	-	1	-	-	-
1 Yr or 1st Yr of Multi-Yr Agreements	-	-	-	-	-	-
No Provision	46	97.9	39	97.5	34	97.1
Agreements	47	100.0	40	100.0	35	100.0

*Adjustment to salary grid.

TABLE 7 Master's Degree Allowance

Degree Allowance	Elem. No.	%	Sec. No.	%	RCSS No.	%
Less than \$500	1	2.1	3	7.5	-	0.0
\$500-549	3	6.4	4	10.0	3	8.6
\$550-599	2	4.3	1	2.5	1	2.9
\$600-649	7	14.9	4	10.0	2	5.7
\$650-699	3	6.4	5	12.5	-	0.0
\$700-749	10	21.3	10	25.0	1	2.9
\$750-899	6	12.8	8	20.0	1	2.9
\$900 or more	1	2.1	4	10.0	-	0.0
No Allowance	14	29.7	1	2.5	27	77.0
Agreements	47	100.0	40	100.0	35	100.0

TABLE 8 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	33	70.2	1	2.5	28	79.9
Criteria:						
No Diff.	15	-	1	-	10	-
Yrs. of Exp.	10	-	-	-	3	-
Sch. Type/Size	7	-	-	-	9	-
Sch. Type/Size and Exp.	-	-	-	-	4	-
Sch. Type/Size and Qual.	-	-	-	-	1	-
Other	1	-	-	-	1	-
Separate Grid	10	21.3	36	90.0	1	2.9
Criteria:						
Yrs. Exp.	9	-	34	-	-	-
Exp. and Qual.	1	-	-	-	1	-
Sch. Type/Size and Exp.	-	-	2	-	-	-
Tch. and Sep. Grids	-	0.0	-	0.0	1	2.9
Flat \$ Amount	-	0.0	1	2.5	-	0.0
Not Specified	4	8.5	2	5.0	5	14.3
Agreements	47	100.0	40	100.0	35	100.0

TABLE 9 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) OHIP						
0*	1	2.1	1	2.5	1	2.9
25	1	2.1	1	2.5	-	0.0
50,60	2	4.3	2	5.0	-	0.0
75	11	23.4	8	20.0	2	5.7
80	6	12.8	5	12.5	4	11.4
85	5	10.6	4	10.0	8	22.9
90, 91	5	10.6	4	10.0	6	17.1
95	1	2.1	-	0.0	2	5.7
100	14	29.9	14	35.0	12	34.3
Flat \$ Amt.	1	2.1	1	2.5	-	0.0
b) Extended Health						
65	-	0.0	1	2.5	-	0.0
75	8	17.0	6	15.0	3	8.6
80	5	10.7	4	10.0	4	11.4
85	5	10.7	4	10.0	6	17.1
90	3	6.4	4	10.0	6	17.1
95	1	2.1	-	0.0	1	2.9
100	19	40.4	18	45.0	11	31.5
Flat \$ Amt.	1	2.1	1	2.5	-	0.0
No Plan	5	10.6	2	5.0	4	11.4
c) Dental						
0*	1	2.1	-	0.0	-	0.0
50	9	19.2	3	7.5	1	2.9
60	-	0.0	1	2.5	2	5.7
70	-	0.0	-	0.0	1	2.9
75	7	14.9	7	17.5	3	8.6
80	5	10.6	4	10.0	5	14.3
85	6	12.8	4	10.0	8	22.9
90,95	4	8.5	4	10.0	6	17.1
100	8	17.0	12	30.0	9	25.6
Flat \$ Amt.	3	6.4	1	2.5	-	0.0
No Plan	4	8.5	4	10.0	-	0.0
d) Long-Term Disability						
0*	21	44.8	21	52.5	21	59.9
50	1	2.1	1	2.5	2	5.7
60	1	2.1	-	0.0	-	0.0
70	1	2.1	-	0.0	1	2.9
75	1	2.1	1	2.5	1	2.9
80	1	2.1	1	2.5	2	5.7
85	1	2.1	1	2.5	2	5.7
90,95	2	4.3	1	2.5	1	2.9
100	4	8.5	6	15.0	3	8.6
Flat \$ Amt.	-	0.0	2	5.0	-	0.0
No Plan	14	29.8	6	15.0	2	5.7
e) Group Life Insurance						
0	-	0.0	1	2.5	-	0.0
Up to 50	2	4.3	2	5.0	-	0.0
60, 70	2	4.3	1	2.5	1	2.9
75	8	17.0	7	17.5	2	5.7
80	1	2.1	2	5.0	5	14.3
85	3	6.4	3	7.5	5	14.3
90, 95	5	10.6	2	5.0	6	17.1
100	25	53.2	21	52.5	16	45.7
Flat \$ Amt.	1	2.1	1	2.5	-	0.0
f) Limitation on Benefit Subsidy						
Agreements	47	100.0	40	100.0	35	100.0

*Plan exists; Board does not contribute towards payment of premium.

TABLE 10 Retirement Gratuity

Retirement Gratuity	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	47	100.0	39	97.5	32	91.4
Payment Crit.:*						
Superann. Only	23		18		21	
Bd. Discretion	8		9		1	
Leaving Prof.	5		6		7	
Spec. Age.	12		14		5	
Health	18		16		4	
Other	2		-		1	
Min. Ser. Req'd:						
1 Yr, Unspec., No Min.	13		9		5	
5-7	8		7		3	
10-12	26		23		20	
15-20	-		-		4	
Payable to Estate	40		34		27	
Death Benefit	6		4		5	
Phasing Out	7		2		6	
Other Limitation	8		5		9	
No Provision	-	0.0	1	2.5	3	8.6
Agreements	47	100.0	40	100.0	35	100.0

*Not mutually exclusive.

TABLE 11 Cumulative Sick Leave (C.S.L.)*

C.S.L.	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	47	100.0	39	97.5	35	100.0
Max. Days Acc.:						
150-219	9		9		10	
220-239	8		6		11	
240-299	13		14		10	
300-400	3		2		2	
No Max.	12		4		1	
Varies	1		4		-	
No Accum.	1		-		1	
No Provision	-	0.0	1	2.5	-	0.0
Agreements	47	100.0	40	100.0	35	100.0

*For sick leave purposes.

TABLE 12 Extended Leave of Absence

Leave of Absence	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	37	78.7	31	77.5	24	68.6
Min. Serv. Reg'd:						
2, 3	7		5		-	
5, 6	1		1		3	
Not Specified	29		25		21	
No Provision	10	21.3	9	22.5	11	31.4
Agreements	47	100.0	40	100.0	35	100.0

TABLE 13 Sabbatical Leave*

Sabbatical Leave	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	39	83.0	35	87.5	30	85.7
Min. Serv. Req'd.:						
4	-		1		-	
5	7		12		9	
6	8		2		3	
7, 10	19		16		14	
Not Spec.	5		4		4	
Basic Salary (%):						
40-70	10		11		8	
75	15		17		12	
80	8		2		4	
85-100	2		3		2	
Other	1		1		2	
Not Spec.	3		1		2	
Subseq. Serv. Req'd.:						
2	10		7		6	
3	22		21		21	
Other	4		4		-	
Not Spec.	3		3		2	
Det. of Max. No. of Leaves Spec.:						
% of Staff	10		4		-	
# of Staff	16		20		12	
Bd. Discretion	3		3		16	
Other	9		8		1	
No Provision	8	17.0	5	12.5	5	14.3
Agreements	47	100.0	40	100.0	35	100.0

*Provision with longest specified period of absence.

TABLE 14 Maternity, Adoption and Paternity Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Maternity*	40	85.1	29	72.5	28	80.0
Max. Leave:						
1 Sch. Yr.	3		2		6	
2 Sch. Yrs.	25		18		11	
Other	12		9		11	
b) Adoption	40	85.1	33	82.5	33	94.3
c) Paternity	27	57.4	21	52.5	28	80.0
Agreements	47	100.0	40	100.0	35	100.0

*Beyond provisions of Employment Standards Act.

TABLE 15 Negotiations and Federation Business Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Long-term Fed. Bus.*	26	55.3	26	65.0	14	40.0
Short-term Fed. Bus.	25	53.2	21	52.5	21	60.0
Negotiations	11	23.4	10	25.0	6	17.1
Agreements	47	100.0	40	100.0	35	100.0

*Defined as 6 or more days.

TABLE 16 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Class Size	17	37.0	17	42.5	7	20.0
Status:						
Mandatory	7		7		5	
Guideline	10		10		2	
Spec. No.:						
One	4		-		3	
More than One	5		9		2	
Combination	4		6		1	
No Class Size	29	63.0	23	57.5	28	80.0
b) P.T.R.	24	51.1	31	77.5	14	40.0
Status:						
Mandatory	23		29		10	
Guideline	1		2		4	
Spec. No.:						
One	13		20		8	
More than One	9		10		2	
No P.T.R.	23	48.9	9	22.5	21	60.0
Agreements	47	100.0	40	100.0	35	100.0

TABLE 17 Workload Provisions

Workload Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Teachers	30	63.8	29	72.5	17	48.6
Instruct. Load	19		25		5	
Noon-Time Superv.:						
Req'd	4		-		2	
Exempt.	5		1		2	
Both	10		1		7	
Other Superv.:						
Req'd.	7		7		2	
Exempt.	2		-		-	
Both	8		10		4	
Principals	12	25.5	3	7.5	13	37.1
Vice-Principals	11	23.4	3	7.5	7	20.0
Other Pos. of Resp.	7	14.9	20	50.0	3	8.6
Agreements	47	100.0	40	100.0	35	100.0

TABLE 18 Staff Allocation Provisions

Staff Alloc. Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Principals	5	10.6	16	40.0	7	17.1
Vice-Princ.	15	31.9	20	50.0	17	48.6
Other Pos. of Resp.	5	10.6	31	77.5	4	11.4
Guide. Teachers	2	4.3	29	72.5	3	8.6
Para-Prof.	15	31.9	3	7.5	10	28.6
Secret'l Ass't.	8	17.0	1	2.5	4	11.4
Agreements	47	100.0	40	100.0	35	100.0

TABLE 19 Surplus/Redundancy

Surplus/Redundancy	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	46	97.9	40	100.0	35	100.0
Factors Considered:*						
Seniority:						
Consec. Bd. Exp.	33		31		30	
Total Bd. Exp.	40		36		22	
Total Exp.	44		36		31	
Other	40		30		10	
Type of Contract	35		27		28	
Qualifications	45		40		35	
Effectiveness	7		10		10	
Board Discret.	45		40		35	
Other	3		4		7	
Accommodation:*						
Priority Transfer	45		40		35	
Lim. Displace.	17		14		2	
Unlim. Displace.	6		10		6	
Priority Reloc.	13		17		2	
Options in Lieu of Layoff:*						
Perm. Supply	21		19		1	
Retraining	5		6		-	
Sabbatical	-		3		-	
Spec. Assign.	2		2		2	
Br. Aff.-						
Spons. Plan	-		1		-	
Leave of Abs.	3		6		-	
Def. Salary**	33		28		26	
Red. Teaching	12		11		7	
Options at Layoff:*						
Priority Summer/ Occ./Night School	1		10		-	
Priority Supply	11		18		8	
Priority Recall	38		35		34	
Separation Allow.	19		21		2	
Early Retire.**	6		13		2	
Other options	2		4		1	
No Provision	1	2.1	-	0.0	-	0.0
Agreements	47	100.0	40	100.0	35	100.0

*Not mutually exclusive.

**Not necessarily in Surplus/Redundancy Provision

TABLE 20 Vacancy/Transfer

Vacancy/Transfer	Elem. No.	%	Sec. No.	%	RCSS No.	%
Vacancy	23	48.9	16	40.0	17	48.6
Teachers:						
Adv. Int. Posting	11		8		8	
Seniority Consid.	14		6		5	
Pos. of Resp.:	26	55.3	20	50.0	19	54.3
Adv. Int. Posting	11		9		9	
Seniority Consid.	13		8		7	
Transfer						
Teacher-Req.	31	66.0	29	72.5	23	65.7
Board-Initiated Reloc. Allow.	43	91.5	38	95.0	31	88.6
	8		9		6	
New Positions	31	66.0	22	55.0	24	68.6
Teacher/Bd. Discussion	25		22		17	
Agreements	47	100.0	40	100.0	35	100.0

TABLE 21 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)	Sec. (1) (2)	RCSS (1) (2)
Total Possible	76 76	76 76	48 48
Included in Summary	76 47	76 40	48 35
Term:			
1-Yr	56 28	57 25	39 26
1st Yr of 2-Yr	- -	- -	1 1
2nd Yr of 2-Yr	20 19	18 14	7 7
1st Yr of 3-Yr	- -	- -	- -
2nd Yr of 3-Yr	- -	- -	- -
3rd Yr of 3-Yr	- -	1 1	1 1
No agreement terms	- -	- -	- -

(1) Salary grid data only (2) All data

TABLE 22 List of Agreements Included in the Overview by Agreement Code Number

Elementary						Secondary						R.C.S.S.					
001	013	026*	039*	052	065	078	090	103*	116*	129*	142	155	167	179*	191		
002*	014	027	040	053	066*	079	091	104*	117	130*	143*	156	168	180	192*		
003*	015	028	041	054*	067	080*	092*	105*	118	131*	144*	157*	169	181	193		
004	016	029#*	042	055*	068*	081	093*	106*	119	132*	145*	158	170	182	194		
005	017*	030*	043	056*	069	082*	094	107*	120	133*	146	159	171	183	195*		
006	018	031	044	057	070*	083	095	108*	121	134	147*	160	172	184	196*		
007*	119#*	032*	045*	058*	071*	084*	096*	109	122	135*	148	161	173	185	197		
008	020	033	046	059	072*	085	097*	110*	123	136*	149	162	174	186	198		
009	021*	034	047	060*	073*	086	098*	111	124	137*	150	163	175	187*	199*		
010*	022	035	048	061	074*	087	099	112	125	138	151	164*	176	188	200*		
011	023	036*	049	062	075	088#	100*	113	126	139*	152*	165*	177	189	201*		
012	024	037*	050	063	076	089*	101	114*	127	140	153	166*	178	190	202*		
	025*	038*	051	064			102*	115*	128*	141							

*Teacher salary grid data only. #Additions.